

AREA 006	DIVISION 005	NUMBER 1
EVALUATED BY Sergeant Kevin Alexander		DATE 04/27/2009

INSTRUCTIONS: Indicate items reviewed by placing a check in the "Evaluated" box and/or the "Action Required" box. If this form is used as a Correction Report, the "Correction" box should be initialed and dated as deficiencies are corrected. Answer individual items with "yes" or "no" answers, or fill in the blanks as indicated. If additional comments are necessary, the information can be placed on the CHP 454, Area Management Evaluation Supplement. The Supplement should include significant findings, accomplishments or corrective actions, unresolved items, problems or progress, and the evaluator's overall impressions. This form can be completed in pen or pencil, and the Supplement can be handwritten if desired.

TYPE OF EVALUATION <input type="checkbox"/> Formal Evaluation <input checked="" type="checkbox"/> Informal Evaluation		SUSPENSE DATE 04/28/2009	
FOLLOW-UP REQUIRED <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<input type="checkbox"/> Correction Report BY _____ Captain Barkley	DATE 05/07/2009
1. COMMAND INVOLVEMENT		EVALUATED Yes	ACTION REQUIRED No CORRECTED

- a. Does the command emphasize importance of proper enforcement tactics to achieve the lowest possible incidence of injuries incurred by officers? ☒ Yes ☐ No
- (1) Does the commander stress importance of proper enforcement tactics, including use of force? ☒ Yes ☐ No
- (2) Does the safety record of the command reflect an awareness of proper tactics? ☒ Yes ☐ No
- (3) Do the officers' CHP 100 and CHP 118s, Performance Appraisals, contain comments on officer safety? ☒ Yes ☐ No
- b. Are the commander and lieutenants knowledgeable of enforcement tactics, physical methods of arrest, proper use of force, and the correct use of safety equipment? ☒ Yes ☐ No
- (1) Is this knowledge applied properly in critiques of incidents involving officers and sergeants? ☐ Yes ☐ No
- (2) Do the captain and lieutenants maintain a minimum level of enforcement skills? ☒ Yes ☐ No
- (a) Do they attend officer safety training sessions? ☒ Yes ☐ No
- (b) If they are not involved in officer safety, what are the reasons?

2. TRAINING AND CERTIFICATION	EVALUATED Yes	ACTION REQUIRED Yes	CORRECTED
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- a. Do training records indicate formal training has been received and certified? ☒ Yes ☐ No
- (1) Do records reflect annual certification of traffic officers and sergeants for proficiency in enforcement tactics, physical methods of arrest, and the proper use of safety equipment (use of force)? Have certifications been recorded for: **EMPLOYEES RECEIVED TRAINING, NOT CERTIFICATION**
- (a) Searching techniques. ☐ Yes ☒ No
- (b) Handcuffing. ☐ Yes ☒ No
- (c) Use of safety equipment. ☐ Yes ☒ No
- (d) Suspect control. ☐ Yes ☒ No
- (e) High risk and felony stops. ☐ Yes ☒ No
- (f) Hostage control. ☐ Yes ☒ No
- (g) Prisoner transportation. ☐ Yes ☒ No
- (h) Radio control head operation. ☐ Yes ☒ No

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OFFICER SAFETY

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(2) Is the command dedicating enough time toward training?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(a) Do training records reflect certifications for officers and sergeants are current?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(b) Is there an established follow-up procedure to assure timely recertification of all officers and sergeants?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
b. Do Area supervisors review CHP 121s, CHP 121As, pursuit investigations, personnel complaints, and employ general observations to determine if proper enforcement tactics are being used in the Area?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Are well-handled incidents recorded for future training purposes?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Are use of force situations closely reviewed to ascertain if all uniformed personnel understand when, and what level of force, is justified?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Does an examination of CHP 100, CHP 118s, and citizen complaints indicate a thorough review is being made?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Do Area supervisors notify those officers who are not proficient and ensure refresher training is made available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
c. Is refresher training required prior to certification?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Are the number of training hours necessary to accomplish certification indicated on the CHP 270?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(a) Is any pattern of training weakness apparent?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Have necessary remedial steps been taken to assure thorough and continuous proficiency in all categories?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
d. Does the command have an adequate number of instructors? <u>OINV USES ACADEMY INSTRUCTORS</u>	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Is instructor proficiency maintained?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Has an individual been given responsibility for the program?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Does that individual ensure the quality and level of proficiency is maintained?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Are there adequate and properly maintained facilities and equipment available for officer safety training?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(4) What is the quality and quantity of the training being given? <u>OINV has been in contact with Academy OST/PMA Sergeant Leonard Tomboc. OINV will utilize Academy resources, training equipment, and instructors for current and future OST/PMA instruction, training and certification.</u>		
(5) Have the supervisor and his/her alternate received proper training?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

3. SAFETY EQUIPMENT

	EVALUATED	ACTION REQUIRED	CORRECTED
	Yes	No	
a. Is Oleoresin Capsicum (OC) spray (pepper spray) carried by all uniformed personnel, captain and below, while on duty, in uniform?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
(1) Is OC spray used when the need is indicated? Are notations made on booking sheets when OC spray is utilized to subdue a subject?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
(2) When an officer is assaulted and an injury occurs, are the supervisors noting the use/nonuse of OC spray on the CHP 121?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
(3) Are individuals who are exposed to OC spray decontaminated by flushing the affected area with clear water within 30 minutes?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	

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(a) Do Area patrol cars carry at least two 500 mil. bottles of saline solution?	N/A	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Are officers/sergeants familiar with the decontamination and first-aid procedure?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
b. Are officers/sergeants familiar with the function of their duty holsters?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Can officers/sergeants draw and fire their weapon, re-holster and without looking at the holster, fasten the safety strap with one hand?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Can officers and sergeants draw and fire their weapons within one and a half seconds, using one hand?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Is there personal confirmation by the testing officer that all weapons are unloaded prior to holster-related exercises?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
c. Are officers/sergeants proficient in reloading their weapons?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
d. Do officers/sergeants routinely practice with their batons?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Do officers/sergeants carry their batons on all enforcement stops?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Can officers/sergeants successfully demonstrate approved baton techniques?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
e. Do all uniformed personnel wear body armor?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Were required reports submitted to Supply Services Unit, per policy, for any incidents where body armor was struck by a bullet or other penetrating type instrument?	N/A	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) If so, did the involved officer receive a complete physical examination?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
f. Are holsters, ammunition, magazines, magazine pouches, handcuffs, handcuff case, and OC spray projectors inspected in conjunction with the annual performance appraisal?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Do CHP 311 forms indicate compliance?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Were deficiencies corrected within 30 days of the inspection?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
4. FIREARMS	EVALUATED Yes	ACTION REQUIRED No	CORRECTED
a. Has the requirement for quarterly review of policy regulating discharge of firearms been compiled with?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(1) Do officers thoroughly understand the policy?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(a) Do incidents involving firearms show proper understanding of the policy?			<input type="checkbox"/> Yes <input type="checkbox"/> No
b. Are shoots conducted as required by policy?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(1) Have steps been taken to correct training deficiencies?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(2) Are weapons training and maintenance records readily available? Current?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(3) Do training records show qualification with all authorized weapons, day/night shoots, etc.?			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
c. Does the Area have a range officer? <i>OINJ USES THE ACADEMY RANGE / STAFF</i>			<input type="checkbox"/> Yes <input type="checkbox"/> No
(1) Has the officer completed Academy training for range officers?			<input type="checkbox"/> Yes <input type="checkbox"/> No
(2) Does the officer supervise all shoots?			<input type="checkbox"/> Yes <input type="checkbox"/> No
(3) Is the officer well-organized in his/her training?			<input type="checkbox"/> Yes <input type="checkbox"/> No
(4) Is there a designated alternate to the range officer?			<input type="checkbox"/> Yes <input type="checkbox"/> No
(a) Has that officer received Academy training?			<input type="checkbox"/> Yes <input type="checkbox"/> No

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d. Are range facilities adequate for pistol, rifle, shotgun and night shoots?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) If not, has alternate training been established and plans developed to obtain adequate facilities?	N/A	
(a) Do plans follow instructions for range contract renegotiations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Have future range needs been considered?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
e. Is an effective and efficient inventory process for shotguns, rifles, and ammunition in place?	N/A	
(1) Have shotguns been inventoried as required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Are all shotguns accounted for?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Is maintenance/cleaning done as required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(c) Are shotguns fired annually to ensure operable condition?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Have tactical rifles been inventoried as required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Are all tactical rifles accounted for?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Is maintenance/cleaning done as required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(c) Is there adequate storage when the weapons are not being carried by on-duty officers?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(d) Is there an effective method for assignment and control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Is there a procedure in place to periodically audit ammunition? Are the following steps in the audit process taken?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Beginning inventory determined?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Has the total amount of ammunition ordered by requisition as well as returned (unused) ammunition been determined?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(c) Has the total rounds issued per ammunition records been determined?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(d) Has a physical inventory of ammunition been taken?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(e) Has the physical count been compared to the balance on hand according to the inventory record?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(f) Have rounds issued per training records been compared to rounds fired per shooting rosters?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(g) Has the mathematical accuracy of the inventory records been tested?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(h) When ammunition orders are received from Supply Services Unit, is the merchandise inspected, quantities checked against the packing/shipping documents, exceptions noted, and receipt acknowledged immediately upon delivery?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
f. Is policy adhered to requiring firearms not to be drawn, loaded, or unloaded except in the clearing tube?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Does location of the clearing tube(s) provide safety to personnel in or about the office in the event of an accidental discharge?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
g. Are weapons training records maintained as required per policy? Has record reliability been determined by testing the accuracy of the following recorded information?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Do the dates recorded on the various records correspond to the actual date training was conducted?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Do training dates correspond to the activity information on the employee's CHP 415?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

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(3) Do training dates closely correspond to the dates ammunition was issued for training (per inventory records)? **N/A** ☐ Yes ☐ No

(4) Was ammunition issued for training (per inventory records) compared with the actual amount expended (per the shooting roster)? ☐ Yes ☐ No

(a) Once done, was the disposition of any unused ammunition verified for those training days tested? ☐ Yes ☐ No

(5) Are records kept updated as training takes place? ☒ Yes ☐ No

(6) Is training recorded on the employee's CHP 270 and in ETRS? ☒ Yes ☐ No

(7) Is required information recorded in accordance with established guidelines and instructions? ☒ Yes ☐ No

(8) Is a roster maintained for each shoot which includes all pertinent information (type of shoot, scores, date, etc.)? **ACADEMY MAINTAINS A ROSTER** ☒ Yes ☐ No

h. Is there a procedure in place which ensures the person processing the ammunition requisition is not involved with the receiving and recording of ammunition inventory? **N/A** ☐ Yes ☐ No

(1) Is a similar procedure in place which ensures the person recording weapons training information is not involved with handling and recording ammunition? ☒ Yes ☐ No

(2) Is access to the ammunition storage and inventory records limited to the ammunition officer and supervisor or backup employee? **N/A** ☐ Yes ☐ No

i. If Area has a resident post (RP), what procedures are used to ensure weapons training of RP officers? **N/A**

(1) If RP handles ammunition, are proper accountability procedures in place? ☐ Yes ☐ No

j. Are required inspections conducted in conjunction with the annual CHP 118? ☒ Yes ☐ No

(1) Is a second inspection of the primary firearm conducted every six months? ☒ Yes ☐ No

5. PHYSICAL METHODS OF ARREST

EVALUATED

Yes

ACTION REQUIRED

No

CORRECTED

a. Do officers practice weaponless defense? ☒ Yes ☐ No

(1) Are officers familiar with the opponent's five weakest points? ☒ Yes ☐ No

(2) Have officers with previous assault injuries thoroughly familiarized themselves with weaponless defense? ☒ Yes ☐ No

b. Were demonstrations of the following control techniques by officers observed:

(1) Control holds. ☒ Yes ☐ No

(2) Punches. ☒ Yes ☐ No

(3) Strikes. ☒ Yes ☐ No

(4) Blocks. ☒ Yes ☐ No

(5) Defensive kicks. ☒ Yes ☐ No

(6) Defenses against grabs. ☒ Yes ☐ No

(7) Defenses against weapons. ☒ Yes ☐ No

(8) Ground defense and takedowns. **NOT OBSERVED** ☐ Yes ☐ No

(9) Placing and removing suspects into and from vehicles. ☒ Yes ☐ No

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c. Were observations of practical handcuffing techniques made?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Can officers successfully apply handcuffs to a suspect who is standing, kneeling, prone, or uncooperative?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Are all uniformed personnel knowledgeable of departmental policy on handcuffing?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
d. Are all persons subjected to physical arrest searched for offensive weapons?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Has the local jail's experience with CHP arrests been reviewed?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Has a practical demonstration of preliminary frisks and thorough searches been observed?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Do all officers know guidelines pertaining to searches of the opposite sex as outlined in policy?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

6. ENFORCEMENT TACTICS	EVALUATED Not Rated: NA	ACTION REQUIRED	CORRECTED
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a. Do sergeants and officers have knowledge of proper procedures which should be followed during each of the five options of an enforcement stop?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b. Do officers have a constant awareness of their personal safety during enforcement stops and when apprehending suspected or known criminals?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Were demonstrations of an enforcement stop observed which show the officers' ability to safely control the situation at all times regardless of the level of hazard presented?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Is the violator stop effectively made?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(b) Is the violator completely controlled?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(c) Is the prisoner properly prepared for transportation?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
c. Is there evidence of pre-planning and coordination with allied agencies to prepare beat officers for hostage situations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Do officers understand their role is limited to containment of the incident until relieved by the authority having jurisdiction?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(2) Are officers aware of the need to maintain fire discipline at all times?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Are officers knowledgeable of their responsibility to detain potential witnesses, control ingress and egress to the scene, evacuate the area if required, and render necessary medical aid?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(4) Were various officers and supervisors questioned to determine their knowledge of the CHP role in hostage incidents?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

7. PURSUITS	EVALUATED Yes	ACTION REQUIRED No	CORRECTED
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a. Are all uniformed personnel well-versed in policy regarding the conduct of pursuits?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Number of units?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(2) When to discontinue?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Were pursuit critiques checked to determine if the pursuits comply with enforcement guidelines listed in policy?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Where noncompliance is indicated, were corrective actions taken?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b. Does the Area have written guidelines or plans to ensure proper coordination with allied agencies during pursuits?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

(1) Are any written agreements on file?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(2) Is Division involved in the planning process?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(3) Does the Area have and use a pursuit training guide tailored to the specific needs of the command?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
8. FORCIBLE STOPS	EVALUATED Yes	ACTION REQUIRED No
a. Are Area personnel knowledgeable regarding the policy on forcible stops?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(1) Does the Area follow departmental policy?	N/A	
(2) Have forcible stop reports been reviewed for compliance with policy?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) If forcible stop policy has not been complied with, has corrective action been taken or training conducted?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
9. ROADBLOCKS	EVALUATED Yes	ACTION REQUIRED No
a. Has the Area worked with allied agencies to develop plans for establishing roadblocks and deployment of the hollow spike strip?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(1) Are strategic points and personnel assignments outlined?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
(2) Have the officers received instructions on the proper methods of establishing roadblocks?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(3) Have interagency training sessions been conducted?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
10. RADIO FAMILIARIZATION	EVALUATED Not Rated: No PV	ACTION REQUIRED
a. Are officers familiar with all aspects of the radio control head?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b. Can officers demonstrate how to change the radio from their home Area to another Area/Division?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
c. Can officers efficiently operate all emergency equipment from the radio head?	<input type="checkbox"/> Yes	<input type="checkbox"/> No



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Chapter 17 – OFFICER SAFETY

On April 27, 2009, I was assigned to complete an informal Chapter 17, Officer Safety, Area Management Evaluation for Office of Investigations (OINV). The following is a synopsis of my findings and recommendations.

I utilized the CHP 453S, *Area Management Evaluation, Officer Safety*, form as a template to conduct the informal review. Additionally, I met with the ETRS coordinator of the Workers Compensation Investigation unit, Sergeant Shawn Morgan (Sergeant Scott Parker was on vacation and not contacted). We reviewed OINV's ETRS database, discussed potential areas of improvement, and the questions contained on the CHP 453S.

Questions on the CHP 453S not marked either "Yes" or "No" were intentionally left blank because they were not applicable to the administrative nature of OINV, or they referred to items OINV is not responsible for. As necessary, hand written notes were added to the CHP 453S for clarification.

Kevin Alexander, Sergeant
Office of Investigations

1. COMMAND INVOLVEMENT

Captain E. J. Barkley reported to the OINV on March 3, 2008. Captain Barkley and the Lieutenants emphasize the importance of maintaining a high level of officer safety training and proficiency while working in an administrative assignment. It appears the captain, lieutenants, and all sergeants make every attempt to maintain a good working knowledge of officer safety techniques and tactics.

Captain Barkley and management recognize some of the difficulties of maintaining current training certifications due to demanding workloads, frequently changing schedules, investigations and projects with immediate deadlines. Additionally, since January 2008, OINV has had 34 personnel changes and a reduction in workforce of 10 positions. The unanticipated personnel turnover required experienced staff spend countless hours training new staff, which ultimately affected availability for required departmental training. Management is very receptive and supportive of new and innovative training methods for PMA/OST, and has made future training certifications a command priority.

ACTION REQUIRED: **NONE**



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2. TRAINING AND CERTIFICATION

Item a (1)

A review of several ETRS records indicated that OINV personnel are not current on PMA/OST certifications. OINV utilizes the CHP Academy for all POST mandated decentralized training as well as OST/PMA certifications/refreshers training. The Academy offered Arrest and Control training during 4th quarter 2008; however, attendees were provided refresher training and did not certify. Furthermore, the Academy revised the requirements for all OST/PMA instructors to attend a two-week 80-hour training course or decertify. This requirement caused OINV's sole OST/PMA instructor, Officer David Dashiell to decertify.

The change in policy has added to a delay in OINV's personnel receiving OST/PMA certification. To rectify this problem OINV contacted Academy OST/PMA Sergeant Leonard Tomboc and solicited his input. Sergeant Tomboc and OINV are working together to schedule sufficient training days in August and September 2009 for *all* uniformed members to receive proper training and certification directly from Academy instructors. Future OST/PMA training will be held once a year in a group session.

Item a (2)

OINV schedules all uniformed employees to attend POST mandated training, however, OINV is tasked with multiple projects and demanding deadlines which occasionally causes employees to reschedule training or miss training altogether.

Item c (1)

The number of training hours necessary to accomplish certification is tracked in ETRS, however, it is not able to be documented on the electronic CHP 270. OINV is in compliance with this requirement.

ACTION REQUIRED:

OINV management must ensure all uniformed members receive proper OST/PMA training and certification during August and September 2009. Procedures should be developed to ensure future compliance with OST/PMA certification.

OINV management should mandate that uniformed members attend scheduled training days with minimal adjustments. A variance should only be allowed after



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consultation with management and after a substitute training date has been identified and scheduled. ETRS coordinators and unit schedulers should be notified of any changes in writing and proper adjustments should be made to the schedule.

3. SAFETY EQUIPMENT

Soft body armor is not regularly worn by uniformed personnel on a daily basis given the administrative assignment. Officers and sergeants are aware of the responsibility to carry either the PR-24 baton or collapsible ASP during enforcement stops. O.C. spray is carried by all uniform personnel and they have a good working knowledge of departmental policy regarding O.C.

As required by policy, saline solution or water is to be accessible to patrol officers who may elect to deploy their OC spray on a suspect. Officers are required to decontaminate the pepper spray with water or saline solution. If needed, saline solution is available in OINV's supply cabinet. Additionally, OINV does not have assigned patrol vehicles and we are not required to carry two 500 mil. of saline solution.

An inspection of the ETRS generated CHP 311 shows that some records are updated on an annual basis. While annual weapon inspections are completed, the equipment portion of the 311 is not checked off and verified for each officer. Simi-annual weapon inspections were not completed.

ACTION REQUIRED:

Sergeant Morgan and I have attempted to update the CHP 311 and complete all necessary check marks on two previous occasions. We believe a glitch in the system has resulted in erroneous information. We will attempt to update the CHP 311 rosters again and if necessary generate a help ticket from the helpdesk to assist with this problem.

Officer S. Corral has been assigned to coordinate semi-annual inspections for OINV with an anticipated competition date of June 1, 2009.

4. FIREARMS

OINV utilizes the Academy range which meets the requirements for all weapons training. A review of random CHP 270's and shooting records indicated that some Area personnel were not current in monthly shoots. Records indicate the



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Academy provides adequate range dates with the exception of night shoots, none are offered.

OINV does not maintain any loaner weapons, shotguns or rifles. When additional firearms are needed they are borrowed from the Academy.

ACTION REQUIRED/RECOMMENDATIONS:

OINV management has recently emphasized the importance of attending mandatory range dates which has encouraged additional participation. Additionally, range dates for the entire year are posted and included on the monthly schedule. OINV has two range officers assigned to their unit and those members will be utilized to facilitate additional range dates specifically for OINV personnel. With the additional management support, published range dates, and additional dates exclusively for OINV personnel, shooting requirement compliance should be attained.

Department policy requires one night shoot be conducted annually. To meet this requirement, OINV will schedule, at minimum, one night shoot at the Academy range prior to the end of 2009.

5. PHYSICAL METHODS OF ARREST

OINV does not have any officer safety instructors and are completely reliant on Academy Staff and/or Valley Division instructors. A review of the OINV's 100 forms showed supervision has made meaningful comments about officer safety.

During the inspection I questioned Sergeants Nestor Michelena, Marc Stokes, and Edward Giroux regarding; opponents five weakest points, weaponless defense, control holds, punches, strikes, blocks, defensive kicks, defensive grabs, defenses against weapons and placing and removing suspects into and from vehicles. Questioned participants displayed an acceptable level of knowledge of each subject.

Furthermore, Sergeant Kevin Knopf demonstrated a proper twist lock handcuffing technique, handcuff adjustment and double lock, and thorough search procedures. Sergeant John Martinho demonstrated a proper bent wrist handcuffing technique. Due to limited space, lack of a floor mat, and improper attire I did not require the demonstration of a felony kneeling or prone arrest technique, although Sergeant Knopf and Martinho were able to demonstrate verbal proficiency.



AREA MANAGEMENT EVALUATION

Office of Investigations

Chapter 17 – OFFICER SAFETY

ACTION REQUIRED/RECOMMENDATIONS: NONE

6. ENFORCEMENT TACTICS

This section was not evaluated due to the lack of applicability given the administrative nature of OINV's primary duties and lack of resources.

ACTION REQUIRED/RECOMMENDATIONS: NONE

7. PURSUITS

OINV does not have any recordable pursuits. However, Sergeants Knopf and Martinho demonstrated verbal proficiency regarding policy relative to proper conduct during a pursuit including, number of units and when to discontinue.

Training records indicate that all officers and sergeants receive and review the departmental pursuit policy quarterly. This is accomplished with the use of a recently developed quarterly policy review binder for uniformed employees.

OINV does not have a pursuit agreement with the local allied agencies nor is one necessary.

ACTION REQUIRED: NONE

8-9. FORCIBLE STOPS / ROADBLOCKS

OINV does not maintain departmental spike strips. Sergeants and officers have a good working knowledge of departmental policy regarding the use of roadblocks and forcible stops. Refresher training is provided on a regular basis during training days and quarterly policy review.

ACTION REQUIRED: NONE

10. RADIO FAMILIARIZATION

A departmental patrol vehicle was not readily available and this component was not rated.

ACTION REQUIRED: NONE

END.